

City of San Diego Commission for Arts and Culture

Diversity Initiative Advisory Committee

Faye Russell, Attorney Latham & Watkins LLP

Faye Russell is chair of the Diversity Initiative and a member of the Commission for Arts and Culture. Ms. Russell is an attorney with Latham and Watkins, with particular expertise in mergers and acquisitions and public and private equity and debt financing. Ms. Russell is past President of the Board of the Museum of Photographic Arts and has served as a member of the Scripps Hospital Cardiac Care Unit Capital Campaign Committee since 1994.

Shawn Farrar, Director Diverse Business Enterprises Sempra Energy/SDG&E

Shawn Farrar is co-chair of the Diversity Initiative Advisory Committee and a member of an advisory board of the San Diego Performing Arts League. As director of Diverse Business Enterprises within the San Diego Gas & Electric and the Southern California Gas Company's Business Solutions Division, Ms. Farrar's primary responsibility is to lead the Diverse Enterprise Strategy Team in sourcing minority, women and service-disabled veteran owned enterprises to provide products and services to the Sempra family of companies. Prior to joining Sempra, Ms. Farrar was with Pacific Enterprises' financial audit department, followed by assignments of increased responsibility in Southern California Gas Company's human resources, accounting, administrative services and natural gas distribution organization. Community involvement spans both Los Angeles and San Diego and includes membership on the board of the California African American Museum in Los Angeles. Ms. Farrar received a BA from California State University and an MBA from National University.

Anamaria Labao Cabato, Executive Director PASACAT

Anamaria Labao Cabato is a native San Diegan who has been with PASACAT as its executive director since 1983 after years of working with the company as a dancer, musician and vocalist. Ms. Cabato received a BS in Business Administration from San Diego State University. However, her exposure to Broadway musicals and early training with Philippine dance inspired her to drive the development of PASACAT's music components. Community leadership and volunteer work has included the chairmanship of the San Diego Diocesan Commission for Filipino Catholics and board membership with the Asians for Corporate Community Action, an employee organization of SBC where she is sales support manager for public sector accounts. She shares her musical gifts as co-director of the St. Rita's Folk Choir where she is also a Minister of the Eucharist and secretary of the parish Finance Council. Ms. Cabato is a 1996 graduate of the California Arts Council/Coro Southern California Arts Leadership Program.

**Mariano Diaz, Senior Vice President, Community Partnerships
San Diego Foundation**

As senior vice president at the San Diego Foundation, Mr. Diaz oversees the operations of the Community Partnerships Department, including the Community Knowledge Working Groups, which problem-solve to address critical needs in San Diego. Mr. Diaz has extensive experience with nonprofit organizations, including serving as director of the California Endowment's Community Health Investment Program and as executive director of California HealthCare Partnerships for Blue Cross of California. His most recent position was as global director of the Nike Foundation, Global Community Affairs in Beaverton, Oregon, where he oversaw execution of US and global employee community involvement programs. Mr. Diaz's community involvement has included serving on the boards of the California Association of Non-Profits, the California Rural Legal Assistance Foundation, the East Los Angeles YMCA, New Economics for Women, Southern California Association of Philanthropy, and the Association of Mexican American Educators. He received a BA in Combined Social Sciences at UC Santa Barbara and a Masters of Education - Administration, Planning Social Policy at Harvard's Graduate School of Education.

Walter Fitzsimmons

Walter Fitzsimmons has over twenty-three years of investment banking and corporate finance experience, including eleven years with JP Morgan, seven years of public accounting experience with Price Waterhouse, and five years in the venture capital business. Mr. Fitzsimmons has a Master of Business Administration degree from Columbia University in New York and a Bachelor of Science degree in Business Administration from Boston College in Chestnut Hill, MA. He has a CPA license and NASD securities registrations (currently inactive). In addition to being an adjunct professor of corporate finance, Mr. Fitzsimmons serves as a board member on the Museum of Photographic Arts in San Diego. He also serves as a Director for NetHere Inc.

**Jeffrey Kirsch, Ph.D., Executive Director
Reuben H. Fleet Science Center**

Dr. Jeffrey Kirsch has served as the Executive Director of the Reuben H. Fleet Science Center since 1983. His career path began in the physical sciences, rocketry, and aerospace engineering, having received his undergraduate degree from Princeton University, an M.S.A.E. at the University of Southern California, and a doctorate in Aerospace Engineering from the University of Southern California in 1969. After ten years in aerospace he became the executive producer and director of the KPBS-TV Science Center in San Diego. Over a nine-year period, Dr. Kirsch was responsible for science-oriented program production and led efforts that resulted in nationwide acclaim for many award-winning TV documentaries. Dr. Kirsch's leadership in the local, regional and national community is extensive serving as the current president of the Balboa Park Cultural Partnership, president of the Museum Film Network and as a mayoral appointee of the City's Balboa Park Committee. He also is on the UCSD-TV Community Advisory Committee and a member of the Board of Directors of San Diego's Convention and Visitors Bureau.

R. Michael McCraw, President/CEO
California Southern Investment Company, LLC

R. Michael McCraw has held various administrative and management positions during the past thirty years in both public and private sectors. He is currently the President/CEO for California Southern Investment Company, LLC and California Southern Small Business Development Corporation which administers the State of California Small business Loan Guarantee Program. Mr. McCraw previously hosted the television show "Business to Business" which broadcasts on Cox and Southwestern Cable, and served as an instructor in the San Diego State University Community Economic Development Corporation. Mr. McCraw's volunteer and philanthropic involvement includes serving on numerous boards including four years as a member of the San Diego Foundation Board of Directors, a community foundation with nearly one half billion dollars in assets. Mr. McCraw is currently a member of the board of directors for the San Diego Neighborhood Funders, a collaborative comprised of local, regional and national foundations.

Louis Spisto, Executive Director
Old Globe Theatre

Louis Spisto joined the Old Globe in 2002, returning to southern California from his recent tenure as the Executive Director of American Ballet Theatre in New York City. Prior to his position at ABT, Mr. Spisto served as president of Detroit Symphony Orchestra and of the Pacific Symphony in Orange County. A strong advocate of arts education, Mr. Spisto built one of the largest and most respected music training and outreach efforts, placing PSO among a handful of leaders in the field. During his 22-year arts career, he also served as director of marketing for the Pittsburgh Symphony Orchestra and as director of operations and development for the Performing Arts Center, UC Berkeley.

Dan Stephen, Financial Advisor
Shepherd Ventures II, L.P.

Dan Stephen retired from Union Bank of California, N. A., in 2001 after a 31-year career, most recently as Senior Vice President-Credit Administration Head for Consumer Banking. Mr. Stephen is currently an advisor for Shepherd Ventures II, L.P., and RES Finance, Inc. He is a director of CMG Bank FSB, in formation. He was also the immediate past president of the board of directors for the San Diego Museum of Art. He maintains his membership on the Financial Advisory Committee of KPBS, public radio and television, and the Finance Committee of Mama's Kitchen where he formerly served on the board. Mr. Stephen is a former member of the Home Equity Committee of the Consumer Bankers Association.

**Craddock Stropes, Director of External Affairs
La Jolla Music Society**

Craddock Stropes is the Director of External Affairs for La Jolla Music Society, San Diego's pre-eminent performing arts presenter. Most recently she was the Director of Arts & Business Programs for the San Diego Performing Arts League, overseeing five distinct program areas that connected more than 100 professionals from the business community with arts organizations, and provided professional development and training opportunities for arts administrators. Prior to joining the League she was director of public relations for the Philharmonic Society of Orange County (CA) and Eclectic Orange Festival. Her responsibilities included national and international media relations, marketing, audience diversification, cultural tourism and corporate relations. Currently, she is president of the San Diego chapter of the American Marketing Association and an active member of the Asian Business Association. Ms. Stropes holds a BA in public relations from California State University, Fullerton.

**Yen Tu
Community Relations Consultant**

Yen Tu was born in Saigon, Vietnam in 1966, and came to the United States as a refugee with her family in 1977. She is one of 11 children. A San Diego resident since 1978, Ms. Tu graduated from UCSD in 1990 with a BA degree. As a consultant, she focuses her business on community relations and outreach. Ms. Tu is the former executive director for the Asian Business Association where she was responsible for the operations and membership of the organization developed to support Asian-owned businesses in San Diego County. Previous to this position, she served as United Way of San Diego County's senior campaigner for the Asian Initiative. She has also worked as a legislative aide for two City of San Diego Council members, and one County Supervisor. An active volunteer, Ms. Tu's community involvement includes serving on the Community Advisory Board for Wells Fargo and as a board member of the San Diego County Water Authority, Linda Vista Multicultural Fair, the Mayor's Asian Advisory Board for the City of San Diego and on San Diego regional Community Development Corporation.

**Candy Urreola, Vendor Outreach Coordinator
Hispanic Chamber of Commerce**

Candy Urreola is the vendor outreach coordinator for the San Diego County Hispanic Chamber of Commerce, which was founded in 1989 to create and promote opportunities for Hispanic businesses and the greater San Diego community. Ms. Urreola's responsibilities at the Chamber include marketing, community outreach and the coordination of workshops for small businesses to expand their knowledge of business development opportunities. She is a native San Diegan and graduate of San Diego State University with a BA in European Studies, with an emphasis in Spanish and a minor in French.

Diversity Initiative Staff and Advisors

Stephanie Casenza, Executive Director

San Diego Performing Arts League

Stephanie Casenza brings more than 20 years experience in management, fund raising, advocacy and non-profit marketing and public relations to the San Diego Performing Arts League, along with a strong knowledge of the San Diego region. Prior to her appointment, she held positions at San Diego State University, Alliance Healthcare Foundation, Sharp Healthcare and the San Diego Blood Bank. She also spent many years as a consultant with a special emphasis in the non-profit sector. A long-time community volunteer, Ms. Casenza currently sits on the board of the Girl Scouts, San Diego-Imperial Council. She completed a Master of Science degree in executive leadership at University of San Diego's School of Business and earned a Bachelor's degree in journalism at San Diego State University. She also holds the universal accreditation in public relations from the Public Relations Society of America.

Amy Dukes, Arts Management Associate

City of San Diego Commission for Arts and Culture

Amy Dukes joined the Commission staff in 2002. Ms. Dukes' previous experience includes work for San Diego Grantmakers, a service and membership organization for local foundations, corporate giving programs and other funders; consulting work for Grantmakers for Education, a national membership organization for private and public grantmakers that support education from early childhood through higher education; and freelance grantwriting for arts organizations. Prior to moving to San Diego in 2000, she worked for the Rockefeller Brothers Fund and Culpepper Foundation as Program Associate for the arts, education and health funding programs. She also previously served on the staff of Americans for the Arts, American Council for the Arts and the National Coalition of United Arts Funds. Ms. Dukes earned a Masters degree in Visual Arts Administration from New York University and a BA in Art History from the University of Richmond. As Arts Management Associate, Ms. Dukes is involved in the administration of the Commission's contract for services program as well as special projects.

Victoria L. Hamilton, Executive Director

City of San Diego Commission for Arts and Culture

Victoria L. Hamilton has been the Executive Director of the City of San Diego Commission for Arts and Culture since its inception in 1988. With nearly 30 years experience as an arts administrator, she has served in similar positions for the County of Santa Barbara, California and the City of Tacoma, Washington. Ms. Hamilton served on the executive committee of the Americans for the Arts, formerly National Assembly of Local Arts Agencies, was president of the California Confederation of the Arts and Chair of the California Assembly of Local Arts Agencies. She has played a leadership role on national and statewide committees and panels in the areas of cultural tourism, leadership, public policy, cultural planning, cultural diversity and grant making. Through her leadership, the Commission was awarded the ConVisionary Award in 1999 by the San Diego Convention and Visitors Bureau. A graduate of Western Washington University, Ms. Hamilton earned a

degree in Journalism and in Fine and Performing Arts. She is currently a Fellow with the California Arts Council Arts Marketing Institute, providing arts marketing services to local arts agencies throughout the state of California.

Jeanine Hillis, Diversity Specialist

City of San Diego, Organizational Effectiveness Program

Jeanine Hillis is a Diversity Specialist with the City of San Diego. She has been instrumental in the implementation of the City's Diversity Commitment, helping departments, teams and larger organizational groups learn how to tap into its diverse workforce in order to increase productivity, efficiency and creativity. Ms. Hillis holds a BA in developmental psychology and a Masters in education. She is a trained mediator, providing mediation services for civil and criminal cases through the City of San Diego's Alternative Dispute Resolution Office. In addition she is a non-violence facilitator for the Fellowship of Reconciliation, an international inter-faith peace and non-violence organization.

Victoria Saunders, Financial Management Analyst

City of San Diego Commission for Arts and Culture

Victoria Saunders, a native San Diegan, joined the Commission staff in 1998. A professional art administrator since 1991, she received her Masters Degree in Art Administration/Arts Education from the University of Oregon in 1991. Ms. Saunders has worked in the nonprofit arts sector with local organizations that include Malashock Dance and Company, Playwrights Project and as Executive Director of San Diego Dance Institute (City Moves!). In addition, she remains committed to advancing the professional development of artists and arts administrators as an executive and creativity coach and arts management consultant.

Felicia W. Shaw, Program Manager**City of San Diego Commission for Arts and Culture**

Felicia Shaw has worked as Program Manager for the Commission since 1995. A graduate of Northwestern University with a degree in Communications, Ms. Shaw began her career in the arts in 1985 as an art consultant. Post-graduate studies at the University of California, San Diego led to consultant relationships with community-based nonprofit arts and culture organizations. Later, as the first cultural arts coordinator for the City of Chula Vista, she organized special events and other arts related programs for residents and visitors. Her responsibilities at the Commission include strategic planning and organizational development, oversight of the agency's allocations programs, and the implementation of special initiatives. A graduate of LEAD San Diego, Ms. Shaw also shares her expertise on a number of boards and advisory committees such as Partners for Livable Places, San Diego, the San Diego Foundation, the California Cultural Tourism Coalition and the Carlsbad Arts Commission. She is currently a Fellow with the California Arts Council Arts Marketing Institute, providing consultant services to local arts agencies throughout the state.

Sylvia "M'Lafi" Thompson**Arts Management Consultant**

Sylvia "M'Lafi" Thompson is an arts management consultant currently contracted to provide a variety of services for the City of San Diego Commission for Arts and Culture. No stranger to the San Diego arts community, she was a members of the City-appointed 15-member task force that was responsible for the creation of the Commission prior to its founding in 1988. She was later appointed to the Commission where she served from 1988 through 1996. At the Commission, Ms. Thompson coordinates the community engagement programs of the Diversity Initiative and also advises in the development of the Neighborhood Design Arts Program, a pilot project that brings public art to San Diego neighborhoods. Educated at Miliken University, Ms. Thompson's career in the arts has been long and extensive. She was the executive director of 21 Harlem, producing Jazz Iz Forever, one of San Diego's largest community jazz festivals. She worked as a grants officer for the Washington DC Commission for the Arts and was a fellow with the National Endowment for the Arts. Ms. Thompson is also an accomplished actress, recently garnering rave reviews for her role of Mama in the Pulitzer Prize-winning Raisin in the Sun at the Lyceum Theatre.

Cathy Zaitow, Organization Effectiveness Specialist**City of San Diego, Organizational Effectiveness Program**

Cathy A. Zaitow is an Organization Effectiveness Specialist with the City of San Diego's Diversity Commitment. She was part of the team that launched the City's Diversity effort in the early '90's and recently returned to work with the City after spending eight years in private consulting. Formerly a C.P.A. with Deloitte & Touche, Ms. Zaitow left accounting and obtained a Masters degree in Industrial and Organizational Psychology. Her expertise includes organizational change, managing a diverse workforce, team development, and customized training programs. She works with leaders, employees, and teams to develop the skills for creating more respectful, inclusive and productive workplaces.